No. 2151 *Registered No. N. E. 930.*

TRIPURA GAZETTE

Published by Authority

EXTRAORDINARY ISSUE

Agartala, Saturday, October 19, 2019 A. D. Asvina 27, 1941 S. E.

PART-- I--Orders and Notifications by the Government of Tripura,
The High Court, Government Treasury etc.

GOVERNMENT OF TRIPURA
AGRICULTURE & FARMER'S WELFARE DEPARTMENT
COLLEGE OF AGRICULTURE, TRIPURA

No.F.2(17)-CAT/Estt (RoP)/2019-20/1785-1804 Dated, Agartala, the 27th September, 2019.

NOTIFICATION

Subject: Revision of pay scale as per 7th CPC for teachers and other equivalent positions in College of Agriculture, Tripura as recommended by MHRD/ UGC.

The Government of India, Ministry of Human Resource Development, Department of Education,New Delhi vide **(a) Letter No. F.1-7/ 2015-U.II (1) dated 2nd November, 2017** and subsequent corrigendum**dated 8th November, 2018, (b) Letter No. F.1-7/ 2015-U.II (2) dated 2nd November, 2017**and subsequent corrigendum **dated 8th November, 2018**requested the State Government to consider adoption and implementation of revised pay structure in the UGC system for the teachers and equivalent cadres in universities and colleges in the states with effect from 01-01-2016 following the revision of pay scales of Central Government employees on the Recommendation of the seventh Central Pay Commission with effect from 01-01-16 with a few modification if any, as may be considered necessary to suit local condition.

After careful consideration of matters, in order to attract and retain the talent in teaching profession, the Government of Tripura has decided to introduce the scheme of revised pay structurefor teachers of College of Agriculture, Tripura following UGC regulations as recommended by the Government of India with few modifications. This scheme shall be applicable to the teachers who are/ were recruited in the regular scale of pay in the College of Agriculture through prescribed recruitment process.

The revised pay structure and other provisions of scheme adopted are as under:

1. Designation: There shall be only three designations in respect of teachers in the college, namely, Assistant Professor, Associate Professor and Professor. No one shall be eligible to be appointed, promoted or designated as professor, unless he or she possesses a PhD and i.e. other academic condition, as laid down by the UGC from time to time. This shall, however, not affect those who are already designated as professor.

2. Revised pay structures for teachers and equivalent positions:

i) Pay fixation method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
b) The first academic level (corresponding to AGP of Rs. 6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
c) Each cell in an academic level is at 3% higher than the previous cell in that level.

d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.

e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15		67,000

f) The pay matrix based on the above proportions on Academic Levels, Cells and Entry Pay is at **Appendix I.**

g) For fixation of pay of an employee in the pay matrix as on 01.01.2016, the existing pay (pay in pay band plus academic grade pay) in the pre-revised structure as on 30.09.2017 shall be multiplied by factor of 2.57. The figure so arrived at is to be located in the academic level corresponding to employee's pay band and academic grade pay in the new pay matrix. If a Cell identical with the figure so arrived at is available in the appropriate academic level that Cell shall be the revised pay, otherwise the next higher Cell in that academic level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first Cell in that academic level, then the pay shall be fixed at the first Cell of that academic level.

If a situation arises whenever more than two stages are bunched together, one additional increment equals to 3% may be given for every two stages bunched and pay fixed in the subsequent Cell in the pay matrix.

ii) Revised pay for teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs. 6000 AGP in PB Rs.15,600 to 39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Professor (at Rs. 7000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Assistant Professor (at Rs. 8000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs. 9000 AGP in PB Rs. 37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)
Professor (HAG Scale/ PB of Rs. 67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-)

3. Revised pay of Principal in College of Agriculture, Tripura:

The pay of Principal shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs. 2,000/- per month.

Note:

a) Appointment to the post of Principal, College of Agriculture, Tripura, Lembucherra shall be based on the terms and conditions of eligibility in respect of educational qualification and teaching/ research experience as laid down in the Recruitment Rules as amended time to time.

b) There shall be a Committee for assessment of College Principal for second term as per UGC Regulations as in force.

c) The existing pay scale of person in his previous post prior to his appointment to the post of principal shall be protected.

d) A person appointed to the post of Principal would continue to have lien in his/ her main academic post where he/ she would continue to get notional promotion, if any,while functioning as Principal. After completion of his/ her tenure as Principal, he/ she they would be reverted to his/ her original academic post, and would not continue to draw the pay as drawn by him/ her while serving the post of Principal. He/ she shall draw the pay as drawn in the original academic post.

4. Date of implementation of revised pay scales:-

The revised pay scale will be effective from **1st October 2017.**

5. Increment:

I. The annual increment is given in the pay matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded-off to nearest 100. The annual increment to each employee would move up in the same academic level, with an employee moving from the existing Cell in the academic level to the immediate next Cell in the same academic level.

II. There shall be only one date of increment **i.e. 1st July of every year.**

6. Promotion:-

When an individual gets a promotion, his new pay on promotion would be fixed in the pay matrix as follows:

On promotion, the teacher or equivalent position would be given a notional increment in his/her existing Academic Level of Pay, by moving him/her to the next higher Cell at that Level. The pay shown in this Cell will now be located in the new Academic Level corresponding to the post to which he/she has been promoted. If a Cell identical with that Pay is available in the new Level that Cell shall be the new pay; else the next higher Cell in that Level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first Cell in the new Level, then the pay shall be fixed at the first Cell of that Level.

7. Career Advancement Scheme:

(a) Constitution of Selection Committees and Selection Procedure (s) as well as the Assessment criteria and methodology of the incumbent and newly appointed Assistant professors/ Associate Professors/ Professors of College of Agriculture for allowing Career Advancement Scheme (CAS) shall be strictly in accordance with the latest UGC Regulations framed in this regard read with latest amendments of UGC on this issue, if any.

(b) The stages of promotion under the CAS as well as eligibility and performance criteria for CAS promotion of the incumbent and newly appointed Assistant professors/ Associate Professors/ Professors of College of Agriculture for allowing CAS shall be strictly in accordance with the latest UGC Regulations framed in this regard read with latest amendments of UGC on this issue, if any.

(c) The benefit of CAS shall be extended to the teachers of College of Agriculture on fulfillment all applicable criteria as mentioned in the latest UGC Regulations framed in this regard read with latest amendments of UGC on this issue, if any.

8. Allowances:

Allowances shall be applicable and benefits shall be applicable to the teachers of College of Agriculture from the date as notified by the State Government and as per relevant rules/ guidelines issued by State Government on this issue from time to time.

9. Superannuation:

Age of superannuation shall continue to be **60 years** subject to revision by the Government time to time.

10. Pension and retirement benefits:

(a) Pension and retirement benefits would be admissible for the teachers of College of Agriculture, Tripura**appointed before 01.07.2018** as per the Pension Rules of State Government amended from time to time.

(b) All appointments in the College of Agriculture **on or after 01.07.2018** shall mandatorily be guided by the National Pension Scheme (NPS) implemented by the State Government.

11. An undertaking shall be taken from every stakeholder under this scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised pay level or grant of inappropriate pay level and/ or pay cells or any other excess payment made shall be adjusted from the future payments due or otherwise to the stakeholder. A specimen of the form of undertaking is at **Appendix II**.

12. Necessary amendments to the relevant rules and/ or scheme etc will be made by the appropriate authority wherever called for.

13. This is issued with the concurrence of Finance Department, Government of Tripura communicated vide U.O. No. 80/ FIN. (Estt-II) Br/19, dated 23.04.2019 and U.O. No. 241 FIN (Estt-II)/ 2019-20 dt. 02.08.2019.

27-09-19

(R. Debbarma)
Deputy Secretary
Government of Tripura

Appendix - I

Fitment Tables for fixation of pay of the existing incumbents as on 01-01-2016 in various categories of posts indicated in the Tables

Pay Band (Rs.)	**15,600-39,100**			**37,400-67,000**		**67,000-79,000**
Index of Rationalization	**2.67**	**2.67**	**2.67**	**2.67**	**2.72**	**2.72**
Entry Pay (Rs.)	**21,600**	**25,790**	**29,900**	**53,000**	**49,200**	**67,000**
Academic Level	**10**	**11**	**12**	**13A**	**14**	**15**
Rationalised Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	**84,700**	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	**1,82,700**	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	**2,04,700**		
17	92,500	1,10,500	1,27,900	2,10,800		

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					